Conclusion

Both government and private unaided school teachers must co-exit for adequately meeting the educational needs of the state. As the findings prove that the allegation of significant disparity in the service and working condition of teachers in government and private unaided schools in Kerala is true the private unaided school teachers must be given service and working conditions on par with the government school teachers. This is vital for motivating and extracting the best output from the private school teachers. The best services from teachers of both government and private unaided schools only can ensure excellence in school education. Otherwise , it will be a valid reason for the deterioration of educational standard in the state. So the government and the community should endeavour to create conditions which help motivate and inspire teachers on constructive and creative lines. This is in line with the observation of Sam Pitroda (2008) , "It is urgent to restore the dignity and school teaching as a profession and provide more incentives for qualified and committed teachers."

A clear pointer to disparity in service and working conditions is job satisfaction. While only less than two per cent of teachers in government sector appeared dissatisfied there were 18.5% private unaided school teachers who would rather leave the job for want of job satisfaction .

Where an institution is community or government owned unlike private owned there is more or less equitable power sharing among the different sets of player – teachers, students and managers or government departmental authorities. The feeling of common ownership enhances a spirit of right consciousness. Yet it seems that at least in some cases there is considerable watering down on this front.

If a system , say an educational institution does not interact with its social, political, and economic environment and receive fresh inputs - resources to produce goods and services - it will weaken and cease to exist . Sadly, most government units tend to be more closed and slow to accept change; not open enough to say the least.

An organization creates more synergy and accomplishes more when all units in the organization work together, than by themselves alone . The system of education will definitely improve when the unit or sub system of teachers works in tandem with the subsystem of managers, not forgetting the students and their parents. Private managers should also understand the interdependence of subsystems, willing to replace vertical hierarchy by coordinated team work, better job design, information sharing and the like.

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